

STARTING SALARIES ACCEPTED BY MILR GRADUATES (U.S. ONLY)

class of	mean	median	range
2008	\$75,842	\$75,000	\$55,000–\$95,000
2007	\$73,180	\$74,000	\$42,273–\$100,000
2006	\$65,838	\$68,000	\$35,000–\$87,500

class of 2008 by sector

class of 2008 by sector	mean	median	range
Technology	\$76,000	\$75,000	\$63,000–\$94,000
Mfg/Energy	\$75,850	\$75,500	\$55,000–\$89,000
Consulting	\$80,000	\$80,000	\$65,000–\$95,000
Other	\$72,500	\$71,500	\$63,000–\$84,000

CLASS OF 2008 SIGN-ON BONUSES

mean	median	% received
\$7,409	\$7,500	53%

CLASS OF 2010 SUMMER 2009 INTERNSHIP SALARIES

Mean (corporate)	\$1,225/week
Mean (labor/non-profit)	\$753/week
Range Total	\$700–\$1,760/week

65% received housing or housing subsidy

2008 JOB TITLES FOR FULL-TIME EMPLOYMENT

- Assistant Human Resources Manager
- Associate Consultant
- General Manager
- Global Human Resources Representative
- Human Capital Consultant
- Human Resources Analyst
- Human Resources Development Program Participant
- Human Resources Generalist Advisor
- Human Resources Leadership Development Program Participant
- Human Resources Leadership Program Participant
- Human Resources Management Associate
- Human Resources Partner
- Human Resources Recruitment Specialist
- Human Resources Specialist
- Managing Analyst
- Manufacturing Manager
- Organizer
- Principle Labor Relations Consultant
- Program Officer, Asia/Europe
- Senior Organizational Development Specialist

2008 FULL-TIME & 2009 SUMMER EMPLOYERS

- | | |
|--|---|
| Abbott Laboratories | Johnson & Johnson† |
| Aetna, Inc. | LG Electronics |
| Alcoa Inc. | Merck & Co., Inc. |
| American Center for International Labor Solidarity | Microsoft |
| Chevron Corporation | Morgan Stanley |
| Cisco Systems | Motorola |
| Colgate-Palmolive Company | nLight |
| Compass Lexecon | National Labor Relations Board |
| Constellation Energy Group, Inc. | Northrop Grumman Corporation |
| Cornell University ILR Extension | Novartis |
| Dell* | Opera Solutions |
| Electronic Arts | Pfizer * |
| Emirates Group | SEIU Committee of Interns and Residents |
| General Electric Company*† | SK Telecom |
| General Mills † | SKC Inc. |
| Global UniChip Corporation | Samsung |
| Government of Liberia | Starbucks * |
| HP (Hewlett-Packard Company)* | Sun Microsystems |
| Hewitt Associates | Target |
| Honeywell * | Terex |
| IBM† | Tyco Electronics |
| IBM Global Business Services * | Watson Wyatt |

*These organizations made full-time hires in both 2007 and 2008.

†These organizations have hired more than one Master's graduate for a full-time position.

MILR/MBA CLASSES OF 2008 SALARIES

	mean	median	range
Starting Salaries	\$110,500	\$110,500	\$91,000–\$130,000
Sign-on Bonuses*	\$20,000	\$20,000	\$20,000–\$30,000

*75% received

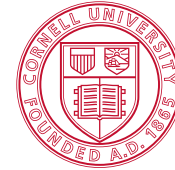
CLASS OF 2010/2011 MILR/MBA SUMMER 2009 INTERNSHIP SALARIES

	mean	range
	\$1,614/week	\$800–\$3,500/week

71% received housing or housing subsidy

2008 FULL-TIME & 2009 SUMMER EMPLOYERS MILR/MBA

- | | |
|------------------------------|----------------------------------|
| Booz Allen Hamilton | NetViet Human Resources Services |
| Career Explorations | Pepsico |
| Deloitte Consulting | Pitney Bowes |
| General Mills | Samsung Securities |
| HP (Hewlett-Packard Company) | The Gap |
| IBM Brazil | Unilever |



Cornell University
ILR School
Advancing the World of Work



2008

Postgraduate Survey of Master's Degree Recipients

ILR Career Services
 Cornell University Ives Hall
 Ithaca, NY 14853-3901
 phone: 607.255.7816
 fax: 607.255.2358

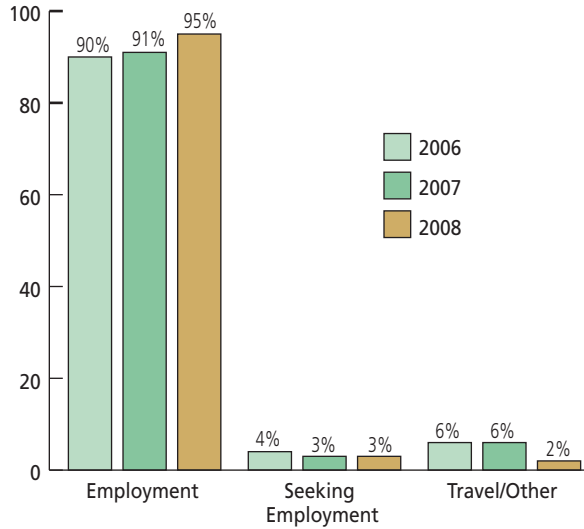
www.ilr.cornell.edu/careerservices



Master's Degree Recipients

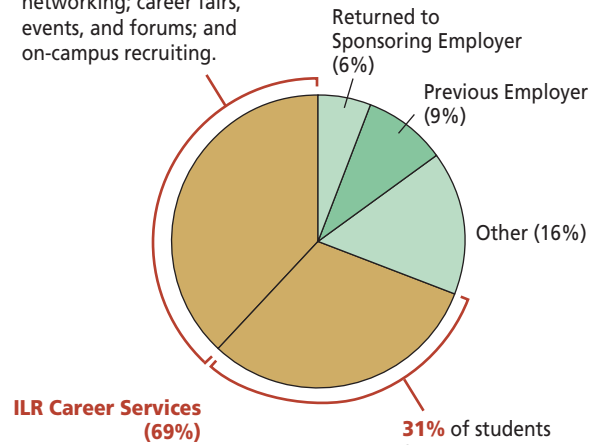
The 41 respondents represent 100% of the class of 2008.

Postgraduate Activities



How Graduates Found Their Jobs

38% of students found employment from alumni networking; career fairs, events, and forums; and on-campus recruiting.



ILR Career Services (69%)

31% of students (completing summer internships found through ILR Career Services) accepted full-time employment with the same employer.

MILR Concentrations

Human Resources and Organizations

Focuses on people in organizations, including the roles of line managers, the HR function and HR professionals in contributing to organizational success and employee well-being and such key aspects of organizational life as leadership, decision-making, and conflict resolution. The emphasis is on both theoretical and practical applications. Traditional classroom experiences are regularly enriched by interactions with senior corporate executives and other managers who focus on the real-time challenges they face.

Collective Representation

Focuses on industrial relations, including the past, present and future of the labor movement. In addition to the core courses, students who choose this concentration can take classes on the history of unions, the modern workforce, international and comparative political economy, theories of the labor movement and gain practical skills to apply to jobs in unions, labor relations and related areas. This program is ideal for students with at least one year of work experience who are interested in social justice, or professionals in the labor movement who are looking for a change of pace.

Dispute Resolution

Students can prepare for careers as neutrals, advocates, or consultants in conflict resolution. The rise of alternative dispute resolution (ADR) in employment relations and other fields has created opportunities for students interested in pursuing careers as mediators, arbitrators, or facilitators. A growing number of corporations and other organizations have hired dispute resolution specialists to manage their ADR programs. Federal and State agencies, such as the United States Federal Mediation and Conciliation Service and the United States Department of Labor, and international agencies, such as the International Labour Organization, employ specialists in dispute resolution. The concentration is quite flexible and is intended to address student needs and interests given career options that favor experience and further education.

Labor Market Policy

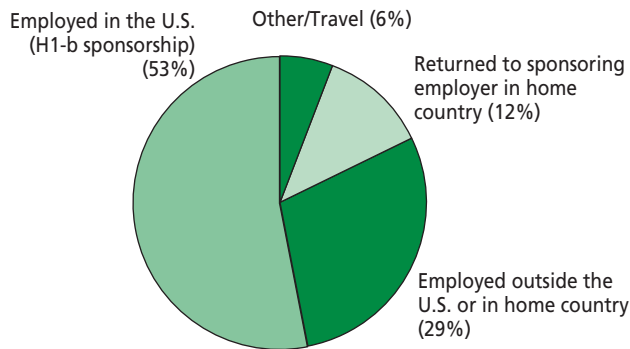
Candidates are prepared for careers in public policy toward labor markets. These are careers that analyze, develop, and administer public policy; careers that will often bridge government, private firms, and non-profit organizations. The curriculum provides students with skills that will enable them to evaluate government policies. It also provides students with knowledge of public and private institutions that are fundamental to the operation of the labor market.

International and Comparative Labor

Students have the opportunity to increase their understanding of international and comparative industrial relations, human resources, organizations, and labor markets. In particular, it is expected that students will understand how varying industrial relations and human resources policy and labor market institutions "work" in different national contexts.

International Students

Represent 42% of the Class of 2008



Geographic Location of Graduates

